



# POLICE CHIEF

**\$105,000 - \$115,000**

*Plus Excellent Benefits*

*Apply by*  
**October 16, 2016**  
*(open until filled)*

***P*ROTHMAN**



## WHY APPLY?



Located in the northwest corner of Washington State, nestled along the Nooksack River and the I-5 corridor, Ferndale offers natural beauty, exceptional schools, many

parks, and endless recreational activities with Mount Baker close by.

The community prides itself on its vibrant energy and natural beauty. The city of Ferndale offers the right candidate an outstanding opportunity to work with excellent, stable staff in a dynamic organization.



## THE COMMUNITY

Ferndale is a vibrant community of approximately 13,000 people located on the Interstate 5 corridor, approximately 6 miles north of Bellingham and 13 miles south of the Canadian Border. There are many nearby attractions including Mount Baker, the San Juan Islands, numerous lakes, and the Nooksack River.

With available land and a streamlined permitting process, Ferndale has become the 6<sup>th</sup> fastest growing City in the State. For the right individual this opening represents a chance of a lifetime. Ferndale boasts a progressive City Council, engaged citizens and management that promotes a can-do attitude. If you are up for the challenge, Ferndale is the place to be.

For sports and outdoor enthusiasts, the area offers numerous golf courses, lake and river sport fishing, skiing, snowboarding, hiking, climbing and camping at Mount Baker, and nearby boating opportunities in all forms, from sailing to kayaking. Just northwest of Ferndale are swimming and clamming beaches at Birch Bay.

Ferndale is also home to an award-winning school system, numerous cultural events, and a newly developed downtown area. Nearby institutions of higher learning include Western Washington University, Whatcom Community College, and Bellingham Technical College, all of which are within ten miles of Ferndale.

## THE CITY

Ferndale was incorporated in 1907 and operates under a Mayor-Council form of government. The city provides a full range of municipal services, including police, planning, building, street, parks and utilities. The annual budget for 2016 is approximately \$34 million and the City employs 68 FTEs. Ferndale is a high-growth community and the city's population is expected to grow to about 19,000 residents in the next 20 years.



## THE POSITION & DEPARTMENT

The Ferndale Police Department operates with a 2016 budget of \$3,263,042 and is staffed by 19 FTE's, including 16 Full Time Officers and 3 Administrative Staff. In 1999, the Ferndale Police Department, in conjunction with Key Bank, initiated the Senior Citizen on Patrol Enhancement volunteer program; also known as S.C.O.P.E. The volunteers of SCOPE are assigned to issue tickets for disabled parking violations, perform security checks on vacant homes, operate the radar reader board, issue warning letters to speeders, and as-

sist with traffic control during parades and other special events, which allows full-time officers to focus on and handle higher priority calls.

Under the direction of the City Administrator, the Chief of Police is responsible for the overall leadership and management of the City's police department including its patrol, traffic, detective, complaints and internal investigations, DARE, field training, and other functions. The Chief is also responsible for supervision of the police lieutenants, all officers and the police department staff, and participates in City Council and other designated activities.

#### Other responsibilities include:

- Plans and organizes programs, goals and budgets with the City Administrator for police department functions as well as the department's finance and administration. Responsible for setting department policies and procedures.
- Coordinates patrol, traffic, detective, DARE, field training, and other functions with other municipalities, counties, federal agencies, and law enforcement professional resources and associations.
- Directs day to day activities of the lieutenants and is responsible for the overall leadership and supervision of detective, patrol officers, department staff, and reserves.
- Directs day to day department communications, purchasing, contract services, and cost control activities, and oversees department administrative, records managements, and training functions.
- Directs and coordinates complaint reviews and internal investigations, crime prevention, WIN team, gang, and other emphasis functions.
- Performs civic duties and responsibilities and maintains close ties with schools, community groups, business associations, and other persons.
- Meets and confers with the general public and other persons to provide information or referral on questions pertaining to City ordinances, policies, police procedures, or other laws and regulations.
- Prepares and presents reports on the department to the City Administrator, takes appropriate action on matters requiring attention; and participates in City Council policy making and review activities.



#### CHALLENGES & OPPORTUNITIES

**1) Multicultural Communities:** The City of Ferndale is home to many diverse communities, including those of Latino, Russian, Ukrainian, and Native American origin. This position will require a Chief who thoroughly understands and has experience in cultural diversity, and who will reach out to those populations in which English is a second language. While being bilingual is not a primary requirement, it is preferable and may be an advantage for the new Chief.

**2) Interdepartmental Relationships:** The Police Department and City Hall are separated into two buildings roughly a quarter mile apart. The new Police Chief will be expected to embrace a collaborative management style in an effort to build greater collaboration and communication between City Hall and the Police Department.

#### IDEAL CANDIDATE PROFILE

Ferndale is seeking a highly ethical, principled, and accountable law enforcement professional who has demonstrated leadership and management skills. This individual will bring a thorough knowledge of the principles and practices of modern police management and comprehensive technical knowledge of the police services provided to the community. The ideal candidate will also have successful experience with fiscal management and maintaining positive relationships with allied agencies.

The next Chief should lead by example, demonstrating and instilling in the Department a diplomatic and fair approach to enforcement of the law, including a balance between "letter of the law" and "spirit of the law" policing, and understanding the "Guardian" vs. "Warrior" policing philosophies.





The community desires a Chief who will be highly visible and involved in community organizations, with extensive experience working with multicultural communities. The ideal candidate will need to reach out to various groups and demonstrate the need and expectation of this approach to all members of the Police Department. The ideal candidate will be a chief with a strong command presence who can continue the already instilled leadership and confidence within the Department.

The ideal candidate will exhibit a mature and direct communication style and will be a good listener who is accessible and works well with personnel throughout all levels of the organization. Candidates should communicate a sense of vision, backed by specific goals and objectives, and have the ability to measure success. He or she will also bring an appropriate sense of humor, as well as a flexible “can-do” attitude to the organization.

## EXPERIENCE & EDUCATION

A bachelor's degree from an accredited college or university in law enforcement, criminal justice, police science, public administration, or related field is required. A minimum of five (5) years of police management, supervisory, community service, and administrative experience is required. Certified law enforcement officer with supervisory, middle management, and executive certifications through the Washington State Criminal Justice Training Commission is highly preferred. Candidates must possess a valid Washington State Driver's License or have the ability to obtain one by hire, and have a safe driving record. Any equivalent combination of education and experience which provides the candidate with the knowledge, skills and abilities required to perform the job will be considered.

## COMPENSATION & BENEFITS

- **\$105,000 - 115,000 DOQ**
- Medical, Dental and Vision
- \$10,000 Life Insurance
- 12 Days Vacation
- 12 Days Sick Leave
- 13 Paid Holidays
- PERS Retirement Plan
- Employee Assistance Program
- Deferred Compensation
- Take-Home Car

[www.cityofferndale.org](http://www.cityofferndale.org)



The City of Ferndale is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 16, 2016** (first review, open until filled). To apply online, go to **[www.prothman.com](http://www.prothman.com)** and click on *Submit Your Application* and follow the directions provided. Applications, responses to the supplemental questions, resumes and cover letters will only be accepted electronically via the website.



**[www.prothman.com](http://www.prothman.com)**

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